

*My name is Tessa Marquis. I am co-owner of New Standard Institute in Milford. We are a small company and test out many of our management theories in our own office.*

*We have found that, when a person at work shows signs of illness, we can "nip it in the bud" by sending them to the doctor or having a day of bed-rest. In fact, it usually curtails the effects and the ill person will be back to full workdays within the same week that a minor illness hits. This has proven to be particularly true with people suffering from migraines or colds.*

*Certain tests like colonoscopies, and certain treatments like outpatient surgery, take the full day. This is not optional. Surgeons rarely work after 5 pm or on weekends. Realistically, these non-avoidable days off need to be non-impactful to the employee.*

*Caregivers need time off when a person in their life is ill. In many cases we are talking about emergencies here. I have found that a person worrying about a sick relative or child can be as distracted as if they were themselves ill.*

*Mental Health is as important as Physical Health. Personally, I don't like the term "Mental Health Day" because it diminishes the seriousness of depression and other ailments that many people have to deal with. If a person is ill, they need to get help. I certainly don't want anyone to delay seeking help because they are afraid of losing a day's pay.*

*At our company you are not penalized financially for time out when ill, and we find people return to work sooner and ready to work when given proper care.*

*On behalf of the working people of Connecticut, in particular the mothers and caregivers, I urge you to pass this bill.*

*Tessa Marquis  
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